City Planning: To SPUP

The Graduate School of Fine Arts’ city and regional planning department will merge with the School of Public and Urban Policy, and a search for a new dean of SPUP will be launched “as rapidly as possible,” Provost Thomas Ehrlich said Friday.

Working groups have been formed in both units to plan details of the transition, and both GSFA Dean Lee Copeland and SPUP Acting Dean Jack Nagel have pledged full support, he said. The merger’s general outline includes “considerable cooperation” to be maintained with GSFA’s remaining programs in architecture, fine arts and landscape architecture.

The target date for completing the budgetary and structural changeover is July 1, with city planning graduates still expected to stand with GSFA in this May’s Commencement.

For English, the Regan Chair

A chair in English has been endowed in honor of former Trustees chairman Donald T. Regan, now U.S. Secretary of the Treasury. The Donald T. Regan Professorship is supported by grants from Merrill Lynch & Co., Inc. and by friends and associates of Mr. Regan when he was the financial services firm’s chairman and CEO. Endowing professorships in honor of its retired corporate chairmen is a Merrill Lynch tradition, President Sheldon Hackney said in announcing the chair.

Mr. Regan, the first non-alumnus of Penn to head its Trustees, held office from 1974 through most of the five-year campaign that raised nearly $270 million for the University. He is also an author: (A View from the Street, 1972, analyzes two years of crises in Wall Street). Merrill Lynch’s current chairman, Roger E. Birk, puts it: “Don Regan’s love of the English language, ever since his undergraduate days, is well known as is his facility in use of the language in both written and spoken forms. We are confident that the first incumbent of the chair will be a distinguished scholar in English who will guide them to an appreciation of the rich literary tradition which has been created in our language.

In accepting the grant, Dean Dyson of FAS said he hopes the professorship “will serve as a constant reminder of the need for men and women to study literature as a preparation for becoming dynamic leaders—leaders in business, in government and in community affairs.”

A search committee has been set up to recommend the first incumbent of the Regan chair holder.

Grants: March 15, April 1

Faculty are reminded of approaching deadlines for applications to two internally-administered research funds:

- Research Foundation: March 15
- University BRSF: April 1

Elliot Stellar, 243 Anat-Chem/G3

VPUL Search Committee

The search committee to seek a successor to Vice Provost for University Life Janis Somerville has been announced by Provost Thomas Ehrlich. The faculty component:

- Howard Arnold, associate dean, SSW
- Lawrence Eisenberg, associate dean for undergraduate education, SEAS
- Carol Germain, associate professor of nursing
- Peter Kuriloff, associate professor of education
- Robert Lucid, professor and chairman of English (chair)
- Ann Matter, assistant professor of religious studies
- Director of the Women's Studies Program Morris Mendelson, professor of finance
- Samuel P. Martin III, M.D., professor of medicine

Graduate members: Elizabeth Cooper, CAS '84; Paul DiDonato, CAS '83

Graduate Students: Bruce Bromberg, W. Gr.; Qaisar Khan, FAS Gr.

Finishing the “Six Papers”

The last of three all-campus open meetings on the “Six Working Papers for Strategic Planning” will be held Friday, March 12, in 192 Chemistry. Dr. Ralph Amado of the Academic Planning and Budgeting Committee will chair the 3 p.m. meeting on “Research” and the 4 p.m. session on “Ties with the City.”

Meanwhile, Council’s agenda tomorrow calls for wrapping up “Ties with the City” (held from last month) and covering also the papers on “Undergraduate Education” and “Graduate Education.” Preliminary discussion is scheduled on the Graduate Student Associations Council’s report on the compensation of teaching assistants and teaching fellows (excerpt in Almanac February 2).

Penn: The Ivy Champs

The Quakers are once again Ivy League champions in basketball. Friday night’s 68-50 win over Cornell, combined with Princeton's same-night defeat of Columbia, put the Quakers on top for the fourth time in five seasons under Bob Weinhard. Saturday night, for good measure, Penn scored a direct hit on Columbia, 45-43. Next stop: St. John's at Uniondale, L.I., this Friday night in the NCAA Championship Tournament.
The following memorandum has been sent to all current users of the system referred to in the text, and is shared with others in the event that they may be considering such installations.

**Data Communications Network Costs**

During the summer of 1980, it was suggested to Professor Howard Brody, who was Acting Director of the Office of Computing Activities at that time, that his office directly charge the users of the Gandalf data communications network. That recommendation has not been implemented until now because there have been projects associated with the expansion of the computing facilities that have had higher priority. However, it is now necessary to institute this proposal in order to secure the continued existence of the network.

In the past, this office has been funded by a portion of the volume discount that the Uni-Coll Corporation has granted the University, but, with the decreased use of the computing facilities at Uni-Coll, this share has decreased dramatically. Because it is highly unlikely that the University can increase its operating expenses, in addition to the continued expansion of the data communications network, we must develop a mechanism by which the necessary capital is made available. For this reason, the cost of the hardware components will be amortized over a five-year period to provide the necessary funds.

Tentatively, the monthly rental rate (including maintenance) has been set at $22.50 per installed port, and the installation charge has been set at $900. (The installation charge is incurred each time a port is placed in service or relocated.) I feel that these charges are necessary, and they represent very reasonable rates when they are compared to the alternatives if the University data communications network is allowed to die. For example, it would no longer be possible to communicate at speeds greater than 1200 baud without a significant increase in expense, and it would cost $27 per month to rent a 1200 baud modem plus $10.45 per month to rent a phone and $74 - $92 to have the required phone installed.

I am planning to institute this policy effective April 1, 1982, and I will be holding a meeting with all persons responsible for ports on the Gandalf data communications network on Tuesday, March 23, in Room A7 in the David Rittenhouse Laboratories at 5 p.m. to discuss the details of this proposal. If anyone has a particular problem to discuss, I can be reached at Ext. 8184 or 4287.

George P. McKenna, Acting Director
Office of Computing Activities

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The Gandalf data communications network is a port selection and control system that is interconnected to the Pennsylvania University's network during the middle 1970's. Its primary use has been to provide the means by which any interactive terminal that is attached to the network can establish a connection with any of the mainframe computers that are attached. Presently, the Moore School and the DR1. Computer Facilities have ports available on the network, and there are terminals in the David Rittenhouse Laboratories, the Farnes Building, the Feis Center, the Fine Arts School, the Harrison House, LSRM, the McNeil Building, the Moore Building, the Tower Building and 4015 Chestnut Street. In the near future, there will be additional buildings on campus that will be added to further expand the network into those areas where there is a need for access to the mainframe computers that provide ports. In the future, anyone who uses this network will be subject to these charges.

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The Executive Committee of the Faculty Senate of the University of Pennsylvania endorses the enclosed statement* by President F. Sheldon Hackney regarding the effects of proposed reductions in federal appropriations for student aid. The reductions would cause serious hardship to our students during the academic year 1982-83; the further reductions proposed for the academic year 1983-84 could drastically alter the composition of our student body by limiting it exclusively to children from wealthy families.

Teaching and research activities at the University of Pennsylvania are closely coupled, in both of these areas the University has striven for and has attained excellence. The removal from the undergraduate and graduate student bodies of a large number of gifted students will result in a lowering of the intellectual quality of the educational experience which we offer to the remaining students, and will eventually affect the quality of the research effort in the University.

The national interest hardly seems well served by cutting off our investment in the development of our most valuable resource, the brains and potential skills of highly talented people. Federal funds for student aid, if withdrawn, cannot be replaced from other sources. Financial resources of most private universities, including ours, have already been stretched to the breaking point.

We appeal to our legislators to maintain funding for student financial aid at least at its present level. If the proposed cuts are implemented, the resulting social and economic damage will be with us for many years.

Sincerely,
Phoebe S. Leboy
Chair/Faculty Senate Executive Committee

*The Gandalf data communications network is a port selection and control system that is interconnected to the Pennsylvania University's network during the middle 1970's. Its primary use has been to provide the means by which any interactive terminal that is attached to the network can establish a connection with any of the mainframe computers that are attached. Presently, the Moore School and the DR1. Computer Facilities have ports available on the network, and there are terminals in the David Rittenhouse Laboratories, the Farnes Building, the Feis Center, the Fine Arts School, the Harrison House, LSRM, the McNeil Building, the Moore Building, the Tower Building and 4015 Chestnut Street. In the near future, there will be additional buildings on campus that will be added to further expand the network into those areas where there is a need for access to the mainframe computers that provide ports. In the future, anyone who uses this network will be subject to these charges.

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**DEATHS**

Dr. Thomas G. Murray, age 37, an associate professor in the School of Medicine, died in his home on January 30. He received his medical degree from Penn in 1970; was appointed postdoctoral fellow in renal dialysis in 1972, and became an assistant professor of medicine in 1976. At the time of his death he was the director of the dialysis program and a member of the renal electrolyte section at HUP. He is survived by his wife, M. Catherine Murray; two sons, Timothy and Keith; a daughter, Mollie; his mother, Arleen O'Donnell Murray; a brother and a sister.

Howard J. Henderson, a research assistant, died on December 25 at the age of 82. He came to the University in 1927 as a research assistant in the Phipps Institute and retired in 1965. There are no survivors.

Bernice Wright, a food service worker, died February 11 at the age of 58. She came to the University's Dining Service in June of 1973 and was placed on long-term disability in 1978. Ms. Wright is survived by her sister, Mrs. Gustav Mason of Philadelphia.

I. Introductory Statement

This grievance case has had a long and complex history involving many individuals and several groups. It is very important to recognize that the central issue, sometimes obscured in the welter of details, is the protection of the rights inherent in a faculty position at the University of Pennsylvania. Academic freedom is the core value of a great university, and my administration is dedicated to this concept. Such freedom rests upon certain safeguards, especially the principle that actions affecting a faculty member's status be taken only for appropriate reasons using generally acceptable procedures. I am prepared to use the weight of my office to see that fair and generally accepted procedures govern the appointment, advancement, and termination of faculty members in all parts of the University of Pennsylvania.

II. Brief History

During the summer of 1980, a Panel of the Faculty Grievance Commission held a series of hearings in the case of Dr. Maurice N. Srouji. The Panel carried out its work in a thorough and careful fashion. Its report consisted of two sections, entitled "Findings" and "Recommendations." The report is reproduced [in the typewritten text to SCAF R, and others] as Exhibit I [SCAF R A].

In November 1980, Acting Provost Benjamin S. P. Shen stated in a letter to the Presiding Officer of the Grievance Hearing that he intended to implement the Panel's recommendations. In February 1981 Professor Shen was succeeded as Acting Provost by Professor Louis A. Girifalco. He also stated his intention to implement the Panel's recommendations. (Indeed, certain of the points mentioned in Recommendations I A and I B were implemented during the first half of 1981.)

To make sure that he thoroughly understood the other Recommendations of the Grievance Panel, Dr. Girifalco asked that it reconvene for the purpose of clarifying several items. Such a session was held on February 2, 1981, with two out of three Panel members attending; a tape of this session available [at the discretion of the chair] from the Faculty Grievance Commission.

Following this meeting with the Grievance Panel, Provost Girifalco approached the question of implementing the other recommendations of the Panel's report. Since these implementations obviously required the cooperation of Surgical Associates and Children's Hospital, he wrote to Dr. Everett Koop, representing Surgical Associates, and to Mr. Noel Kroncke, representing Children's Hospital. His letters and their replies are shown as Exhibits 2-5 [SCAF R E].

It should be pointed out here that, although most of its members have tenure of title in the Associated Faculty, Surgical Associates is a partnership established under the laws of the Commonwealth of Pennsylvania and governed by its own by-laws and procedures. Children's Hospital is incorporated as a non-profit institution under the laws of the Commonwealth of Pennsylvania. The University has no legal authority over the actions of either institution.

It is worthy of note that Provost Girifalco was criticized by members of the Faculty Grievance Commission for the position he took in his letters to Dr. Koop and Mr. Kroncke. I understand that these members felt that his letters went beyond the recommendations of the Grievance Panel and thus represented a position more favorable to Dr. Srouji than the Panel had intended.

Professor Girifalco's term as Acting Provost terminated on July 31, 1981. Since that time Professor Richard C. Clelland has been the person in the Provost's Office directly in charge of the handling of this case. Professor Thomas Ehrlich became Provost on September 1, and since that time Professor Clelland has been acting for Provost Ehrlich.

With the appointment of a new Provost of Pediatric Surgery at the University, who also fills the position of Surgeon-in-Chief of the Children's Hospital, new avenues for settlement began to be explored. While these conversations were proceeding, the Senate Committee on Academic Freedom and Responsibility (SCAF R) met, deliberated, and issued its report of December 10, 1981.

On January 27, 1982, Dr. Srouji filed a legal action in the Court of Common Pleas against the University, Children's Hospital, Surgical Associates, C. Everett Koop, and Harry C. Bishop. This action was commenced by summons only, so that we have no further information on the nature of the suit.

This is but a brief historical outline of a complicated case. However, I believe it provides sufficient background for my discussion.


The text of the SCAF R report, except for certain appendices, appears in the January 12, 1982, Almanac. It is not my intention to discuss this report in great detail. I am grateful to SCAF R for its efforts in general and for the report in particular. I will limit my comments to two important points.

First, in the matter of the relationship between "Findings" and "Recommendations," it is my understanding that, in the past, "Findings" of Grievance Panels have been understood as meaning "Findings of Fact." On the other hand, "Recommendations" have been understood as referring to actions that panels have felt Provosts should take to settle grievances fairly. Furthermore, the Faculty Grievance Procedure clearly refers to the Provost's implementation of recommendations. On page 73 of the 1979 Handbook for Faculty and Administration we find: "In the event the provost declines to implement the recommendations, the written communication shall include ..." And on page 74 of that source we read: "In cases which involve reappointment, promotion, or tenure, and in which the provost has declined or failed to implement the recommendations of the panel to the satisfaction of the grievant, ..." To me it seems entirely reasonable that this interpretation should continue.

Second, the SCAF R report is dated December 10, 1981. I am informed that as of that date the conversations mentioned in Section II were still continuing. It seems quite clear to me that these were reasonable attempts to reach a compromise solution. Although opinions may differ as to whether or not some of the extremely strong measures advocated by SCAF R in Section IV.C. of its report should ultimately be adopted by the Provost, it is hard for me to think that such measures would have advanced the negotiations then in progress. So I do not fault the Provost's Office in this respect.

IV. The Position of the University Administration

The University Administration intends to implement the recommendations of the Faculty Grievance Panel. Questions have arisen as to what such an implementation involves, and I will here state my opinions on that subject.

For purposes of clarity, I divide the Panel's recommendations into three groups as follows:

A. General recommendations relating to how the University of Pennsylvania should be organized.

B. Recommendations requiring implementation in Dr. Srouji's case where the University of Pennsylvania can take the necessary steps without the cooperation of Surgical Associates, Children's Hospital, or both.

C. Recommendations requiring implementation in Dr. Srouji's case where the University of Pennsylvania cannot take the necessary steps without the cooperation of Surgical Associates, Children's Hospital, or both.

A. General Recommendations Relating to How the University of Pennsylvania Should Be Organized.

Recommendations 3 and 4 of the Grievance Panel's report are general recommendations to the Provost. They concern relationships among individual faculty members, groups of faculty members and the University; their scope is very much broader than the case I am now discussing. Nevertheless, it is appropriate that I report here upon what the University has been doing to implement them. First, the Clinician-Educator track in the Standing Faculty of the School of Medicine has been functioning for several years. The appointments in this track are governed by a set of rules developed with the cooperation of the Faculty Senate and including proper procedural safeguards. The problem which we are currently facing should not arise in connection with Clinician-Educator appointments. Indeed, Recommendation 3 refers to one of the Clinician-Educator guideline documents, indicating approval of the procedures contained therein.

(continued)
The central problem concerns clinical practice groups which operate under
the laws of the Commonwealth of Pennsylvania as independent sole proprietorships,
partnerships, corporations, or arrangements which have included individuals
who were full-time faculty of the University of Pennsylvania and those who were
not. These arrangements had their own by-laws and regulations, and the members
often did not view themselves as fully employed faculty. Rather, they viewed their
medical practices as independent from the University. In historical context it is
understandable that such practices may not have adopted policies which provided
safeguards for full-time faculty equivalent to those provided by the University.
But, with the establishment of the full-time faculty system at the School of
Medicine, the need for guarantees that University procedures would be followed
became apparent.

Most importantly, in recent years the School of Medicine, under the leadership
of Dean Stemmler, has been moving vigorously to bring full-time clinicians into
practice arrangements within the University in every sense. To that end, the
Clinical Practices of the University of Pennsylvania (CPU) was formed in 1978.
The CPU was formed as part of the corporate body of the University of
Pennsylvania, and has articles of association, by-laws and other rules that con-
form to the standards of the University of Pennsylvania; it is subject to
the authority of the University. After the Department of Ophthalmology's members
joined CPU in January of 1982, only one academic department out of 22 in the
School of Medicine remained in a non-conforming status. My administration will
continue to take steps aimed at ensuring that the principal activities of all full-time
faculty members are organized in a way that does not conflict with current
faculty rules and regulations.

To that end, my administration is now moving to require that all fully employed
clinical faculty in the School of Medicine must belong to the CPU to be eligible
to hold a faculty title in the Standing Faculty or the Standing Faculty Clinician-
Educator. But, with the establishment of the full-time faculty system at the School of
Medicine, the Dean of the School of Medicine has stated as a policy that the
School will process no further appointments, reappointments or promotions of
full-time clinical faculty who are not members of CPU; the internal practice
group. Exhibits 7 and 8** outline the development of this policy. The Provost has
written to the Dean in support of this policy (Exhibits 9, 10).**

Thus, I believe that the implementation of Recommendations 3 and 4 of the
Grievance Panel's report is proceeding in a reasonably expeditious fashion.

B. Recommendations Requiring Implementation in Dr. Srouji's Case

I make a distinction between "Recommendations I.A. and I.B." on the one hand
and "Recommendation 2" on the other. Recommendations I.A. and I.B. relate to
opportunities, privileges, facilities and services that the University has agreed that
Dr. Srouji should have (see Exhibit 11) [below: listed in SCAFPA as C, but shown
as available in Exhibit 7]. Rather than publish Recommendations I.A. and I.B. I refer
to opportunities, privileges, facilities and services normally provided to
comparable faculty of the School of Medicine.

The letter signed by Acting Provost Benjamin Shen on January 19, 1981 (see
Exhibit 11) gave the Provost's official response to the Grievance Commission's
recommendations. I understand that this implementation set forth by the Acting
Provost was not accepted by Dr. Srouji, although Dr. Srouji did accept the
payment of $75,000, which was made to him at that time. Other elements of the
proposed settlement regarding Recommendations I.A. and I.B included the
restoration of Dr. Srouji's rights and privileges, including the assignment to
teaching schedules, seminar privileges, etc. Although this implementation also
offered Dr. Srouji an office, secretarial support and telephone services, neither Dr.
Srouji nor the School of Medicine moved to implement these offers. Recently,
Provost Thomas Ehrlich has sent a letter dated February 23, 1982, to Professor
Edward J. Stemmler, Dean of the School of Medicine, asking him to implement
fully Recommendations I.A. and I.B and to make a detailed report on this
implementation by March 31, 1982. A copy of this letter is attached as Exhibit 12
[below]. This administration is thus fully committed to the implementation of
Recommendations I.A. and I.B.

The only item specifically suggested in Recommendations I.A. and I.B. that the
University of Pennsylvania cannot unilaterally provide is the restoration of Dr.
Srouji's name to the Surgical Associates' letterhead. There are two problems:
an action by Surgical Associates is obviously needed to bring this about, but, more
important, Surgical Associates no longer lists the names of its partners on its
official letterhead. However, the University can provide Dr. Srouji with University
stationery carrying his name.

II. Recommendations Requiring Implementation in Dr. Srouji's Case

Where the University of Pennsylvania Cannot Take the Necessary Steps
Without the Cooperation of Surgical Associates or Children's Hospital

Finally, I address Recommendation 2. This recommendation contains the
major issues for implementation, and I believe the Grievance Panel speaks clearly
about these matters. First, let me mention two important points that the Panel's
report makes very clear:

1) The Panel states in Recommendations 2.B that "... it is not within the
jurisdiction of this panel to recommend any action that would either affirm or deny
Dr. Srouji's opportunity to see patients..." Thus an implementation of Recommendation 2.A.
should not deal with the question of whether or not Dr. Srouji has patients beyond
the provision of those opportunities, privileges, facilities, and services detailed in
Recommendations 1.A and 1.B.

2) The Panel states in Recommendation 2.B that "... it is not the Panel's intention to
set aside the statement in the SCAFPA Minute of 2/13/75 regarding Dr. Srouji's tenure
status, which said paid for services rendered to Children's Hospital through surgical
associates..." Thus an implementation of Recommendation 2.B should be based upon the SCAFPA
Minute of 2/13/75.

Next let me mention that Dr. Srouji continues to hold admitting privileges to
the Children's Hospital and is still an official member of its medical staff. I must note
further, however, that Dr. Srouji has been advised by the president of the medical
staff that he cannot resume practice without some verification of the state of his
current surgical skills, since he has not used these for several years.

With these points as background, I now address Recommendation 2.

The most important part of a settlement is the provision of remedies for what
the Panel deemed a failure to use appropriate procedures by those involved in
actions taken against Dr. Srouji. As the Advisory Committee, Dr. Srouji's academic activities were hampered without recourse to any orderly,
formal, or objective process. The Panel also found that Dr. Srouji's professional
income was restricted and eventually discontinued without following an orderly,
formal or objective process acceptable by general University standards. Thus, in
implementing the Panel's recommendations, I believe that it is important to
restore the status quo ante insofar as this is possible. It would be optimal if Dr.
Srouji could be restored to the Surgical Associates partnership. Whether or not
this takes place, and in amplification of those items mentioned in the Provost's
letter of February 23, 1982, the University will continue Dr. Srouji's malpractice
insurance and provide him with University letterhead paper carrying his name.
Also, for the period of one year the University will provide Dr. Srouji with an
office at Children's Hospital along with appropriate secretarial and telephone
services. Furthermore, as part of a final settlement, the University might well
provide Dr. Srouji with a standard academic base salary for the year in question.
I understand that Dr. Srouji's colleagues in the Division of Pediatric Surgery will be
supportive of these arrangements.

An ideal solution would be one which would allow Dr. Srouji to regain his
professional skills and then be given an opportunity to build a surgical practice
and thereby regain his position in the professional community. Since the profes-
sions rely heavily upon the respect and collegiality of professional colleagues, I
recognize that forced solutions may not necessarily achieve an end that would be
measured by this standard. Once a reasonable return to the status quo ante has
been made, then the University can take the necessary steps without the cooperation
of Surgical Associates or Children's Hospital.

Since the principal flaw found by the Grievance Commission in Dr. Srouji's
treatment was the lack of an orderly procedure, the question of what does
constitute orderly procedure merits discussion. I have stated earlier my satisfac-
tion with the principles which govern the personnel relationships for our Clinician-
Educator faculty. Dr. Srouji, however, is not a member of that faculty nor of the
Standing Faculty more generally; the procedures that are to be used in considera-
tion of his situation as one who has tenure of title in the Associated Faculty remain
to be decided. I believe that the Faculty of the School of Medicine is the body best
qualified to give advice in this matter, and I therefore will request the Committee on
Academic Freedom and Responsibility of the School of Medicine to establish
procedures governing for termination for tenure of title faculty generally which are
applicable in Dr. Srouji's case. The Provost's Committee should decide (1) what body
should hold a termination hearing, (2) what procedures should govern the
close of the hearing, and (3) what criteria should be used to judge the
appropriateness of a termination. If the Committee on Academic Freedom and
Responsibility of the School of Medicine does not wish to set such procedures in
place, then this can be done at the University level. However, I view such an
alternative as less satisfactory.

It will take some time for the Committee on Academic Freedom and Responsi-
blility of the School of Medicine to decide all the issues surrounding the hearing
process for which I am asking. Also, because a period of adjustment following a
restoration seems eminently sensible, I think that a grace period is appropriate.
Any procedure for Dr. Srouji's termination form either Surgical Associates or the
University of Pennsylvania a year should not be invoked until at least a year has
passed after the date of his restoration. This period should also be used for another
purpose—that of reestablishing Dr. Srouji's skills as a pediatric surgeon in order
for him to re-enter his profession.

* * * * *

**The president's exhibits 7, 8, 9 and 10 appear neither here nor in SCAFPA 11 2.81
Almanac Supplement. They are available at Office of the Deputy Provost, 106 CH.

A L M A N A C, March 9, 1982
It is clear that the Grievance Panel believed Dr. Srouji should receive some financial recompense. Indeed, the University in the spring of 1981 paid $75,000 to Dr. Srouji. It is clear that the Panel considered the question of financial recompense a matter for negotiation among the several parties involved (Dr. Srouji, Surgical Associates, Children's Hospital and the University of Pennsylvania). This is particularly apparent when one considers the answer to one of Provost Girifalco's questions at the session held on February 2, 1981. In answer to his question, "Are you able to enlarge upon the meaning of appropriate financial recompense?" a Panel member replied that this might be anything from a token dollar up to some figure that would approximate his lost income.

I believe that negotiations concerning the amount and sources of financial recompense should first be attempted among the parties themselves. If the parties cannot reach agreement, then the Panel that considered this grievance should be reconvened and asked to address the question of what financial recompense should be part of a final settlement. Finally, if the recommendations of the Grievance Panel are not acceptable to all parties, I will recommend to the Provost that he obtain independent professional judgment on this issue.

V. Conclusion

It is a matter of regret to me that no final settlement of this grievance has yet occurred. I have given very serious thought to the various points of view expressed and to the procedures I have here set out. I ask the good will of all parties and of the University community in pushing for a final settlement along these lines. I intend to work for such a settlement.

In the larger context, my administration will continue to move in directions aimed at assuring that procedures governing the appointment and termination of our faculty meet generally accepted standards so that such actions cannot be taken arbitrarily by individuals.

S. P Shen
1982 Academic Calendar

March 13 Spring recess begins at close of classes.
March 22 Spring recess ends at 8 a.m.
March 29 Pre-registration for fall term and summer sessions.

Children's Activities

Films
March 13 The Thief of Baghdad.
March 20 The Lady Killers.
These films are free. Screened Saturdays at 10:30 a.m. in Harrison Auditorium of the University Museum. Recommended for children aged five and older.

On Stage
March 20 The Magic of Music, hosted by magician Craig Collins, 11 a.m. and 1 p.m., Harrison Auditorium, University Museum. Reservations: Ext. 4045.

Recreation
March 27 The Department of Recreation will offer children's classes in swimming, fencing, and gymnastics; registration deadline March 24. Forms are available between noon and 4 p.m. weekdays at the Gimbel Gymnasium. Information: Ext. 6102.

Special Events
March 6, 13, 20, 27 and April 3, 10 The University Museum presents six lectures on The Secrets of Egyptian Hieroglyphs for ages 12 through 16 by Diana Craig Patch; 10 a.m.-noon. Room 229, University Museum. Registration: Ext. 4026.

Workshops
March 13 and 27 The Morris Arboretum presents a two session workshop, A Child's Garden, for children 8-14 years, 10 a.m.-noon. At the Morris Arboretum. Cost is $20 to register: 247-5777.
March 20 The College of General Studies presents The How and Why of Mammals, a hands-on workshop for children and adults, 1-2:30 p.m. at the University Museum. Admission is $5 for one adult and child, $5 for additional family members. Information: Ext. 6479 or 6493.
March 27 Shape of Space, a workshop in conjunction with George Sugarmann's first U.S. retrospective; 11 a.m., ICA Gallery. See Exhibits, March 11-April 18.

Exhibits
Ongoing Polynesia, a new permanent exhibition at the University Museum.
Through March 5 The South Asia Regional Studies Department presents Exhibition of Five Indian Cartoonists; First Floor, Faculty Club.
Through March 11 An Exhibition in Celebration of 101 Years of Black Presence at Penn, at the Houston Hall Art Gallery.
March 11-April 18 ICA presents Shape of Space: The Sculpture of George Sugarmann at the ICA Gallery. Opening March 10, 5-7 p.m. Information: Ext. 7108.
Through March 19 The woodcarvings of Dr. Jay N. Zemel; Penn Museum Gallery, 4th Floor, Van Pelt Library.
March 24-31 The Philadelphia Society presents Dogs!, the Graduate School of Fine Arts' student show, at the Philadelphia Art Gallery; College Hall.
March 26-April 5 BFA Show, an exhibit of work of Bachelors of Fine Arts Candidates at the Houston Hall Art Gallery.
Through April 30 The American Theatre in the 18th Century; Rosenfeld Gallery, 5th Floor, Van Pelt Library.
Rare Shakespeare Books and Prints from Penn's Furness Shakespeare Library; Klein Corridor, 1st Floor, Van Pelt Library.
Through May 31 130 Years of the University of Pennsylvania Law Review is on display in the rotunda of the Law School Building.

Gallery Hours
Faculty Club 3th and Walnut. For information regarding hours call Ext. 3416.

ON CAMPUS

March 9-March 28
Houston Hall Art Gallery Monday-Friday noon-6 p.m., Saturday and Sunday noon-4 p.m.
ICA Gallery Tuesday, Thursday, Friday, 10 a.m.-5 p.m.; Wednesday, 10 a.m.-3 p.m.; Saturday and Sunday noon-5 p.m. Closed Mondays.
Law School Rotunda, 1st floor, Law Building. Open Monday-Friday, 9 a.m.-5:30 p.m.
Phihomathean Art Gallery, 4th floor, College Hall; Monday-Friday, 9 a.m.-3:30 p.m. Information: Ext. 8987.
Rosenwald Exhibition Gallery, in Van Pelt Library, Monday-Friday, 9 a.m.-3 p.m.
University Museum, 3rd and Spruce, phone: 222-7777, Tuesday-Saturday, 10 a.m.-4:30 p.m., Sunday, 1-5 p.m. Closed Mondays and holidays.

Gallery Tours and Talks
March 10 Africa.
March 14 Peru.
March 17 Egypt.
These Wednesday and Sunday tours are free and begin at 1 p.m. at the main entrance of the University Museum.

Exploratory Cinema
March 10 White Bird with a Black Spot.
Films are screened in the Studio Theatre of the Annenberg Center, at 7:30 and 9:30 p.m. Admission is $2 with an I.D. and $3 for others. Information: Ext. 7041.

GSAC Film Series
March 15 Rules of the Game.
Films are held in Steele Hall, 606 on Fridays at 7:30 and 10 p.m. Admission is $1.50 or a Season Pass, $10.

International Cinema
March 10 Taylor vs. Labor: Three Films About Control on the Job, 7:30 p.m.
March 11 The Uprising, 7:30 p.m.
March 12 The Uprising, 4 p.m.; In One Water, a film making sweeter, 9:30 p.m.
March 13 Workshop: Humanizing Science, with Meg Switzgalbe, 1 p.m.
March 17 America Is Hard To See, 7:30 p.m.
March 18 The Plumber, 7:30 p.m.
March 19 The Plumber, 4 p.m.; Harlan County, USA, 7:30 p.m.; The Plumber, 9:30 p.m.
All International Cinema films and workshops are held at International House, 3701 Chestnut Street. Admission: $2.50 for evening shows and $1 for matinees. These films are free with pre-registration. Information: 387-5125. Ext. 201.

Office of Student Life Film Series
March 9 Wife Beating.
March 23 Pink Triangles.
These films are part of Awareness Film Series; screened at 11 a.m.-2 p.m. in the Bowl Room, Houston Hall.

Penn Union Council Film Alliance
March 11 TLEX 1138, 9 p.m.
March 25 Forbidden Games, 10 p.m.
Films are screened in Irvine Auditorium. Admission is $2.

Penn Union Council Movies
March 20 French Lieutenant's Woman, 7:30, 9:45 p.m. and Guys and Dolls, midnight.
March 21 Blow Out, 7:30, 9:45 p.m. and Twelve Angry Men, midnight.
Films are in Irvine Auditorium. Admission: $1.25.

University Museum Sunday Film Series
March 14 A Pearl In the Crown.
March 21 Soldier of Orange.
Films at 2 p.m. in Harrison Auditorium of the University Museum. Admission is free. Children are not admitted unless accompanied by an adult. Information: Ext. 4025.

Meetings
GAPSA
March 10 All meetings are held at 6:15 p.m. in the Council Room of the Furness Building.

Trustees
March 18 Executive Committee meeting.

Stated meetings of the Trustees are held at 2 p.m. in the Council Room of the Furness Building and are open to the public. Meetings of the Executive Committee are usually held in the Faculty Club, vary as to time of day, and may or may not include an open session, depending upon whether or not actions are to be taken.

University Council
March 10 Meetings are held from 4:30-6 p.m. in the Council Room of the Furness Building. Members of the University community may attend meetings if there is space in the Council Room to accommodate them and if they have asked to attend by signing a list in the Secretary's Office prior to the meeting.

Music
March 11 The Curtis Organ Restoration Society presents a classical organ recital of Bach and French composers performed by Penn student Benjamin Epstein; 12:00-5 p.m. at the Irvine Auditorium. Free.
March 19 The Penn Composers Guild presents new music for small ensembles by a group of graduate composers, James Eise, Imants Mezaris, and Stuart Sill; 8 p.m., Music Building Annex.
March 25 The University Museum presents the Collegium Musicum Renaissance Wind Band in a free concert of Renaissance music at 2 p.m. in the Upper Egyptian Gallery, University Museum.
March 26 The Undergraduate Music Society presents a free concert of Schubert. Handel, and other music for voice and organ with Richard Clemett, organist, and Frances Bookegger, soprano; 3 p.m., University Lutheran Church, 376th & Chestnut. Receptions following concert.

GAPSA: President's List of Officers.

Fisk Jubilee Singers, see Music, March 28. (above)

On Stage
March 12, 13, 19, 20 Cultural Harvest, a program of the Christian Association, presents Report on a Canoe. a new musical based on the poetry of Bertolt Brecht and Lao Tzu; 8:30 p.m. at Saint Mary's Church, 3916 Locust Walk. Tickets are $5. Reservations and information: 387-3268.
March 24, 25 at 8 p.m. and March 26, 27 and 9:30 p.m. Bloomers presents Rhodos in Bloomers in Houston Hall Auditorium. Admission: $3.
Penn Players presents The Tempest, 8 p.m. in the Zellerbach Theatre. Information: Ext. 7038.

Special Events
Through March 14 1982 Philadelphia Flower Show: Penn's Greene Country Towne at the Civic Center. Coordinated by the Morris Arboretum and produced by the Pennsylvania Horticultural Society, the show will celebrate the Century IV city-wide birthday. Tickets: 625-8230.

ALMANAC, March 9, 1982
March 13 The Egyptian Students' Association presents Egypt Then and Now, 3-7 p.m., Auditorium B1, Fine Arts Building. The program will include a lecture on the Pyramids and Sphinxes, by Zahi Hawass, the chief inspector of the Giza Pyramids; a reception with Middle Eastern foods, a craft exhibition and music; documentary movies, a raffle, and dinner served by Saloon's oriental restaurant. Cost is $10 per person, $7 for students. For reservations and information call 348-2490 from 6-10 p.m., 688-1783 from 9 a.m.-5 p.m.

March 17 The University of Pennsylvania Press will celebrate St. Patrick's Day and the publication of Henry Glassie's Irish Folk History: An Ethnographic Sketch of Donegal by holding a reception at 5:30 p.m. in the Wharton Auditorium. The program will include a lecture on the history of Irish folk traditions in Donegal. Call 748-2490 from 6-10 p.m., 688-1783 from 9 a.m.-5 p.m.

March 20 Men's and Women's Tennis vs. Yale, 11 a.m.

Talks

March 9 The Psychosomatic Concept of Technical Neurology: Some Moral and Technical Implications, by Dr. David S. Schachter, Philadelphia, will be presented at 5 p.m. in the Audio-Visual Room, University Museum. The lecture will discuss the role of technology in moral and ethical decision-making, focusing on the implications of technological choices for human suffering and well-being. Call 320-6151.

March 10 Reading the Romance: Women, Patriarchy and Popular Literature, by Dr. Janis Radway, Penn assistant professor of American literature, noon, 106 Logan Hall

March 13 Women's Tennis vs. Harvard, 11 a.m.

Sports (Home Games)

For more information on sports call Ext. 6126; for ticket information call Ext. 6151.

Locations: Bower Field: Baseball; Franklin Field: Men's and Women's Lacrosse; Men's and Women's Outdoor Track; Ralph Mills Golf Club: Men's and Women's Golf; The windshield: Men's and Women's Tennis; Penn's Landing, the Delaware River: Sailing, River Field: Softball; Schuylkill River: Men's and Women's Rowing

March 10 Men's Volleyball vs. NJIT, 8 p.m.

March 12 Men's Tennis vs. Harvard, 2 p.m.

March 14 Women's Tennis vs. Army, 1 p.m.

March 20 Men's Heavyweight Crew, Class Day Regatta, 10 a.m.

March 24 Men's Lacrosse vs. U. of Baltimore, 3 p.m.

March 25 Basketball vs. Lehigh, 3 p.m., Softball vs. Eastern, 4 p.m.
Courses/Adult Workshops

March 9 How Plants Work, a six session course. 7:30-9:30 p.m.
March 10 Treasures of the Morris Arboretum, Part I of a three session course, 10 a.m.-noon.
March 15 Plants and Medicine, 7-9 p.m.
March 17 Beyond Pantyhose, 1 p.m.; Starting Seeds, a three session course, 10 a.m.-noon.
March 20 The Art of Pruning, 10 a.m. and 1:30 p.m.; Kress Gallery, University Museum.
March 22 Beginning Photograph, a six part slide lecture series, at 7:30-9:30 p.m.
March 23 Breaking Into Newsprint, a six part course, at 10 a.m.
March 24 American Glass, a six session course, at 7-8:30 p.m.
March 25 Beginning Drawing, an eight part seminar at 6:30-8:30 p.m.
March 27 The Philadelphia Touch: Artists and Patrons, a two session course, 10:30 a.m. and 1:30 p.m.
March 28 The Art of Pruning, 10 a.m. and 1:30 p.m.; Kress Gallery, University Museum.
March 29 The Philadelphia Touch: Artists and Patrons, a two session course, 10 a.m. and 1:30 p.m.
March 30 The Philadelphia Touch: Artists and Patrons, a two session course, 10 a.m. and 1:30 p.m.
March 31 The Philadelphia Touch: Artists and Patrons, a two session course, 10 a.m. and 1:30 p.m.

Support Staff

Administrative Assistant (1) $9,925-$12,500.
Administrative Assistant I (3 positions) (4526) $9,925-$12,500.
Administrative Assistant II (2 positions) (4567) $9,925-$12,500.
Administrative Assistant III (2 positions) (4596) supervises support staff; administers daily program functions; directs policies and procedures related to staff and programming, manages all aspects of program delivery, supervises director in training of student personnel, development, theory and psychology, two years' experience in residence staff and programming $14,500-$18,750.
Assistant Director I (4696) $14,500-$17,500.
Assistant Director II (4416) $16,350-$22,600.
Assistant Director III (4539) $16,350-$22,600.
Assistant Director IV (4587) $16,350-$22,600.
Associate Registrar (4581) $16,350-$22,600.
Assistant Registrar (4581) $16,350-$22,600.
Coordinating Assistant (4693) assists Director of Alumni Relations; directs operations of the English Freshman Seminar Program, the Writing Center, the University Writing Program and the Writing Consultant Program. It is expected that the applicant should have a mature literary interest and express competence in the teaching of writing and teaching a fully developed course in writing; ability to teach inside and in other departmental courses $16,350-$22,600.
Counseling Psychologist II (3454) $16,350-$22,600.
Director (3 positions) (4522) $16,350-$22,600.
Executive Director (4696) $16,350-$22,600.
Group Practice Administrator (4505) $16,350-$22,600.
Head Coach, Women's Rowing (4515) $16,350-$22,600.
Lecturer Clinical Supervisor (4677) $16,350-$22,600.
Liberator III (4525) $16,350-$22,600.
Programmer/Analyst I (4521) $16,350-$22,600.
Programmer/Analyst II (4521) $16,350-$22,600.
Programmer/Analyst III (4521) $16,350-$22,600.
Research Coordinator (4641) $16,350-$22,600.
Research Specialist I (3454) $16,350-$22,600.
Research Specialist II (4522) $16,350-$22,600.
Research Specialist III (4522) $16,350-$22,600.
Staff Engineer II (4621) $16,350-$22,600.
Staff Dental Hygienist (4696) $16,350-$22,600.
Staff Physician (4801) $16,350-$22,600.
Vice Chairman (4590) $16,350-$22,600.

Opportunities